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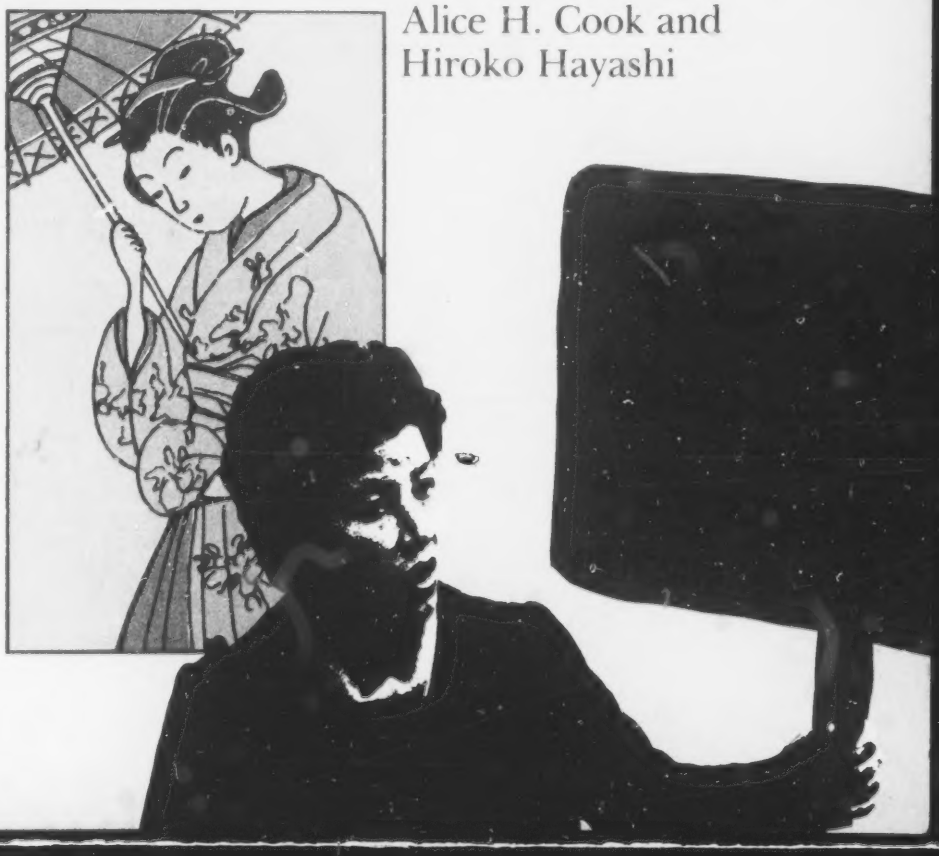
WORKING WOMEN IN JAPAN

Discrimination, Resistance, and Reform

Alice H. Cook and
Hiroko Hayashi



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Working Women in Japan

Discrimination, Resistance, and Reform

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Appendix A: Women in the Japanese Labor Force

The tables that follow describe women's position in Japan's labor force over a period of the fifteen to twenty years prior to 1974; in most cases it has been possible to update these figures to 1978. Most of the tables are taken from a publication of the Women's and Minors' Bureau of Japan's Ministry of Labor, *Fujin Rōdō no Jitsūjo* [Facts on women's labor] (Tokyo: Finance Ministry Printing Office, 1979). The source notes indicate where that is not the case.

Table 1 shows that women make up a little more than half the population age fifteen and older, the potential labor force. Of Japan's 53 million persons in 1974, women totaled 20 million. By 1977 their numbers had grown to 21 million.[1] In 1974 women made up then 37.3 percent (by 1978 about 38.4 percent) of the entire labor force. Women's labor force participation rate is 46.5 percent (by 1978, 47.4 percent) as compared with 81.8 percent for men (by 1978, 80.3 percent).

Table 2 shows labor force participation rates by sex and age. The figures show that while men's participation rate was expected to hold above 96.2 percent for the important twenty-five-to-fifty-four-year age groups throughout the

seven-year period, women's rate was expected to drop even more sharply in the years after marriage (about age twenty-five) through the whole range.

A comparison of women employees by age group between 1960 and 1978, table 3, shows where the shifts in labor force participation are occurring. Women are staying in school longer and hence the participation rate of the group fifteen to nineteen years old has fallen almost 16.4 points. The group aged twenty to twenty-four, most of whose members are customarily single, holds fairly steady across the period from 1970 to 1978, while the group of women in their early years of marriage who are working has risen by more than 6.0 percentage points. And so, for each successive cohort up to and beyond retirement age, participation rates are significantly higher for each group.

Table 4 illustrates how the women in the labor force are distributed among self-employed, unpaid family workers, and paid employees, and a second distribution shows how they appear in the nonagricultural sector of the labor force. In the first, 13.8 percent were self-employed and 24.6 percent were unpaid family workers. Thus, nearly 40 percent of all women are not receiving wages or salaries; in the nonagricultural labor force, the number of nonemployees falls to about 30 percent. It is of considerable interest however that women have moved steadily into paid employment over the twenty years shown here. The number of self-employed in both distributions has grown by almost 20,000, but women in paid employment have risen from 7 to 12 million. Thus of the employed labor force, women make up 33.7 percent.

Table 5 reports on women in nine industrial categories. When compared with men's numbers and participation rates, women are, as in other countries, grouped heavily in

three or four of the sectors. Their heaviest representation is in manufacturing, with 29.8 percent; followed by wholesale and retail trade, finance, insurance, and real estate, which account for 31.5 percent; and the services, with 27.7 percent. These rates have changed over the twenty-year period reported here. Men's employment is more widely spread among the nine categories: 28.9 percent of all men are in manufacturing; 21.4 percent are in wholesale and retail trade, finance, insurance, and real estate; 14.8 percent in the services; 13.9 percent in construction (where only 4.1 percent of the women work); and 12.5 percent in transportation, communication, electricity, gas, and water supply (where 3.1 percent of women are employed). In government, 6.4 percent of the men are working but only 2.7 percent of the women.

The greatest changes within any industrial sector have occurred in manufacturing where about twenty years ago 36.4 percent of women employees were working and only 32.5 percent of the men. Women have moved significantly into wholesale and retail trade—in 1978 about 250 percent as many were employed in this sector as in 1960, and men's employment in this sector also increased something over 200 percent. Mining and agriculture are declining in employment for both men and women. In 1960, 5.0 percent of women worked in agriculture and forestry, and only 3.5 percent of all men. By 1978 only 0.7 percent of women and 0.8 percent of men were in this area. Fisheries and aquaculture have faced comparable employment losses, as has mining, but the proportions of men in these occupations continue to exceed those of women by a small amount.

Most women are at work in medium and small industry, and table 6 shows the percentage of women in the industrial categories of this size industry, usually defined as between

fifty and five hundred employees. In 1970 women made up 62.6 percent of all workers in textiles in these enterprises, 71.0 percent in apparel, 43.3 percent in electronics, and 40.7 percent in precision machines, with only a slightly lower percentage in rubber. The proportion of women has risen most rapidly over the ten years reported here in furniture and fixtures, leather, transportation equipment, and precision machines.

Table 7 shows changes in women's occupational status. Over the eighteen years covered by the table, women have gained 14.1 percentage points in their proportion of both employees in the professional and technical category and clerical workers, with small gains among managers and officials and workers in transport. Moriyama noted in her paper at the Vienna Symposium that

> the ratio of women in managerial and decision making posts, which normally require a certain length of time to reach, is 5.6 percent of all women workers. The number is small but the increase has been remarkable being 2.4 times in the last ten years.[2]

They have lost most noticeably in their proportion of farmers (10.4 points) and among sales workers and service workers (3.2 and 3.1 points respectively).

Table 8 shows the proportion of married to single women in employment. A decisive shift has taken place over the sixteen years covered in the table, with the proportion of married women in paid employment almost doubling over this time.

Table 9 shows that over twenty-four years women's average age in employment has risen from 25.4 years to 34.1, an increase that is largely the product of the increasing number of married women in the work force. The average number of years of work for women has risen from 3.6 to 6.1. Men's

working lives have also lengthened, and their average age in employment increased, but not nearly in such a decided way as women's.

Table 10 deals with part-time work. As might be expected, women make up the bulk of persons working less than thirty-five hours a week, over 60 percent of these workers. Their participation in part-time work has increased from 8.9 percent to 17.2 percent. Men's part-time work has decreased over the same period from 5.2 percent to 4.7 percent. Women's rate of increase is about 200 percent as compared with men's decrease of about 10 percent. Even so, women working less than thirty-five hours a week make up only 5.8 percent of Japan's nonagricultural employees and thus represent a smaller percentage of women's work force and of total labor force employment than in many Western countries. (About one-third of Sweden's women are working part time, and the proportion is slightly higher in the United States.)

Turning now to earnings, table 11 shows that women's incomes in relation to men's have improved somewhat in the 23 recorded years, both in terms of contractual or base rates and of special cash earnings. Nevertheless, the differential between men's and women's earnings in Japan remains far wider than in most industrialized countries, where women now usually earn 60 to 85 percent of men.[3]

Table 12 makes clear that men's and women's starting rates are not very far apart. Table 13, however, shows that the differentials widen with advancing age. Again, it is possible to say that women's rates relative to men's have improved over time, but the gap is very great. The slight percentage decrease in the differential after age fifty-five is due to the fact that in these years both men and women return to work after retirement and are employed typically

on short-term contracts as "temporary" or casual workers, who for the most part receive no fringe benefits in cash from their employers.

The evidence is clear that the trend for married women to work is progressive and has reached a high proportion of the female labor force. Moriyama cites a study done by the Women's and Minors' Bureau in 1971 that revealed that in only 14 percent of the establishments surveyed were all women single; in the remaining 86 percent, married women were employed. She goes on to call attention to the fact that in the same year 10 percent of all women workers were reentrants after a period of interruption of work. These women returned to the labor market at an average age of thirty-two; 70 percent of them were married and 80 percent of the married women had children, the youngest of whom was on the average 8.6 years old. Thus for reentrants, the "retirement" from work lasts only about six years, takes place after the birth of the first or second child, and, once the child is launched in school, the mother returns to the market for employment. Moriyama attributes the tendency to remain at work — or alternatively to reenter at a fairly young age — to the increase in part-time work and the rise in women's educational level. This latter particularly has the effect of keeping women in the higher professions and in technical employment at work after marriage.[4] The steadily growing inflation undoubtedly accounts for women in less interesting and rewarding jobs continuing to work after marriage.

The differential between men's and women's earnings in Japan is very wide; relatively few women engage in part-time work; women are heavily represented in about four of the nine or ten industrial sectors and appear very sparsely in the others. These general observations can be made in a

number of other countries but in respect to each, Japanese women are at the lower extreme.

Notes

1. Corrections to 1977 may be found in Mayumi Moriyama, "Women Workers in Japan," paper prepared for the International Symposium on Women and Industrial Relations, Vienna, September 12–15, 1978.

2. Ibid., p. 14.

3. Women in production work in Sweden are now earning 88 percent as much as men. Women in the United States have received between 61 and 63 percent of men's earnings over the period from 1967 to 1976. U.S., Department of Labor, Bureau of Labor Standards, *U.S. Working Women: A Data Book* (Washington, D.C.: Government Printing Office, 1977), p.34.

4. Moriyama, "Women Workers," pp. 12–13.

TABLE 1
Population and Labor Force of Women
(x 10,000 persons)

	1960	1965	1970	1975	1978
Total					
Population age 15 and over	6,520	7,287	7,885	8,443	8,726
Labor force	4,511	4,787	5,153	5,323	5,532
Women					
Population age 15 and over	3,370	3,758	4,060	4,344	4,487
Labor force	1,838	1,903	2,024	1,987	2,125

Source: Prime Minister's Office, *Labor Force Survey*, cited in Ministry of Labor, *Fujin Rōdō no Jitsujō*, p. 35.

TABLE 2

Labor Force and Labor Force Participation, by Sex and Age

	Age								
	Total	15–19	20–24	25–29	30–34	35–39	40–54	55–64	65+
	Labor Force (x 10,000 persons)								
Women									
1973	2,047	113	350	212	210	238	639	211	77
1974	1,999	95	319	217	210	229	645	209	75
1975	1,987	85	301	226	204	227	654	215	76
1978	2,125	79	273	242	227	255	720	240	89
	Labor Force Participation (percentage)								
1973	48.2	28.0	67.3	44.4	46.9	56.1	61.3	44.3	16.7
1974	46.5	23.9	65.9	43.3	44.9	54.7	60.3	43.4	15.7
1975	45.7	21.7	66.2	42.6	43.9	54.0	59.9	43.5	15.3
1978	47.4	20.2	68.3	46.6	47.6	57.2	62.0	45.5	15.8
	Labor Force (x 10,000 persons)								
Men									
1973	3,279	105	413	465	439	417	935	342	166
1974	3,311	97	378	489	458	412	971	341	168
1975	3,336	83	351	521	454	412	1,002	344	169
1978	3,406	74	293	502	469	437	1,104	353	175
	Labor Force Participation (percentage)								
1973	82.1	25.2	79.9	97.7	98.4	98.1	97.3	86.5	46.6
1974	81.8	23.6	77.9	97.2	98.3	98.1	97.3	86.1	45.7
1975	81.4	20.5	76.5	97.2	98.1	98.1	97.1	85.8	44.4
1978	80.3	18.1	71.6	96.2	97.7	98.0	96.9	85.3	41.5

Source: Prime Minister's Office, *Labor Force Survey,* cited in Ministry of Labor, *Fujin Rōdō no Jitsujō,* pp. 36–37.

TABLE 3

Women Employees by Age
(x 10,000 persons)

Age	Number			Participation Rate		
	1960	1970	1978	1960	1970	1978
Total	738	1,096	1,280	21.9%	27.0%	28.5%
15–19	157	138	73	35.1	30.3	18.7
20–24	265	317	243	39.3	59.8	60.8
25–29		124	173		27.1	33.3
30–34	116	89	133	17.3	21.3	27.9
35–39		106	145		21.0	32.5
40–54	127	252	394	19.0	26.5	33.9
55–64		59	97		13.6	18.4
65 and older	5	12	23	0.7	3.0	8.1

Source: Prime Minister's Office, *Labor Force Survey,* Ministry of Labor, *Fujin Rōdō no Jitsujō,* pp. 52–53.

Note: Participation rate is percentage of paid employees in population 15 years old and older.

TABLE 4

Distribution of the Labor Force by Employment Status
(x 10,000 persons)

	All Industry			
	Total	Self-employed	Family Worker	Employed
Women				
1960	1,807 (100.0)	285 (15.8)	784 (43.4)	738 (40.8)
1965	1,878 (100.0)	273 (14.5)	692 (36.8)	913 (48.6)
1970	2,003 (100.0)	285 (14.2)	619 (30.9)	1,096 (54.7)
1975	1,953 (100.0)	280 (14.3)	501 (25.7)	1,167 (59.8)
1978	2,083 (100.0)	287 (13.8)	512 (24.6)	1,280 (61.4)
Men				
1960	2,629 (100.0)	721 (27.4)	277 (10.5)	1,632 (62.1)
1965	2,852 (100.0)	666 (23.4)	223 (7.8)	1,963 (68.8)
1970	3,091 (100.0)	692 (22.4)	186 (6.0)	2,210 (71.5)
1975	3,270 (100.0)	658 (20.1)	127 (3.9)	2,479 (75.8)
1978	3,325 (100.0)	677 (20.4)	124 (3.7)	2,519 (75.8)

TABLE 4 — *Continued*

	Nonagricultural Industry			
	Total	Self-employed	Family Worker	Employed
Women				
1960	1,146 (100.0)	200 (17.5)	245 (21.4)	701 (61.1)
1965	1,325 (100.0)	195 (14.7)	237 (17.9)	893 (67.4)
1970	1,561 (100.0)	208 (13.3)	264 (16.9)	1,086 (69.6)
1975	1,630 (100.0)	201 (12.3)	267 (16.4)	1,159 (71.1)
1978	1,781 (100.0)	221 (12.4)	286 (16.1)	1,271 (71.4)
Men				
1960	2,018 (100.0)	350 (17.3)	93 (4.6)	1,575 (78.0)
1965	2,359 (100.0)	350 (14.8)	85 (3.6)	1,924 (81.6)
1970	2,690 (100.0)	406 (15.1)	90 (3.4)	2,191 (81.5)
1975	2,975 (100.0)	435 (14.6)	75 (2.5)	2,458 (82.6)
1978	3,038 (100.0)	461 (15.2)	73 (2.4)	2,498 (82.2)

Source: Prime Minister's Office, *Labor Force Survey*, cited in Ministry of Labor, *Fujin Rōdō no Jitsujō*, pp. 40–41.

Note: Figures in parentheses are percentages.

TABLE 5

Number of Employees and Percentage Distribution, by Sex and Industry
(x 10,000 persons)

	1960	1965	1970	1975	1978
Total					
Total employees	2,370 (100.0)	2,876 (100.0)	3,306 (100.0)	3,646 (100.0)	3,799 (100.0)
Women	738 (100.0)	913 (100.0)	1,096 (100.0)	1,167 (100.0)	1,280 (100.0)
Men	1,632 (100.0)	1,963 (100.0)	2,210 (100.0)	2,479 (100.0)	2,519 (100.0)
Agriculture and Forestry					
Total employees	94 (4.0)	59 (2.1)	29 (0.9)	29 (0.8)	30 (0.8)
Women	37 (5.0)	20 (2.2)	10 (0.9)	8 (0.7)	9 (0.7)
Men	57 (3.5)	39 (2.0)	20 (0.9)	21 (0.9)	21 (0.8)
Nonagricultural Industry					
Fisheries and aquaculture					
Total employees	26 (1.1)	24 (0.8)	18 (0.5)	17 (0.5)	16 (0.4)
Women	3 (0.4)	2 (0.2)	2 (0.2)	1 (0.1)	1 (0.1)
Men	23 (1.4)	22 (1.1)	16 (0.7)	16 (0.7)	14 (0.6)
Mining					
Total employees	42 (1.8)	29 (1.0)	18 (0.5)	15 (0.4)	15 (0.4)
Women	4 (0.5)	3 (0.3)	2 (0.2)	1 (0.1)	2 (0.2)
Men	38 (2.3)	25 (1.3)	16 (0.7)	14 (0.6)	13 (0.5)
Construction					
Total employees	198 (8.4)	268 (9.3)	305 (9.2)	377 (10.3)	403 (10.6)
Women	29 (3.9)	40 (4.4)	45 (4.1)	49 (4.2)	53 (4.1)
Men	169 (10.4)	228 (11.6)	260 (11.8)	327 (13.2)	351 (13.9)

TABLE 5 — *Continued*

	1960	1965	1970	1975	1978
Manufacturing					
Total employees	799 (33.7)	993 (34.5)	1,144 (34.6)	1,138 (31.2)	1,109 (29.2)
Women	269 (36.4)	333 (36.5)	390 (35.6)	361 (30.9)	382 (29.8)
Men	530 (32.5)	660 (33.6)	754 (34.1)	776 (31.3)	727 (28.9)
Group A					
Total employees	449 (18.9)	593 (20.6)	731 (22.1)	868 (23.8)	942 (24.8)
Women	166 (22.5)	239 (26.2)	314 (28.6)	361 (30.9)	403 (31.5)
Men	283 (17.3)	354 (18.0)	418 (18.9)	507 (20.5)	539 (21.4)
Group B					
Total employees	232 (9.8)	287 (10.0)	340 (10.3)	346 (9.5)	356 (9.4)
Women	26 (3.5)	31 (3.4)	43 (3.9)	42 (3.6)	40 (3.1)
Men	206 (12.6)	256 (13.0)	296 (13.4)	304 (12.3)	316 (12.5)
Services					
Total employees	388 (16.4)	465 (16.2)	558 (16.9)	659 (18.1)	729 (19.2)
Women	182 (24.7)	219 (24.0)	265 (24.2)	312 (26.7)	355 (27.7)
Men	206 (12.6)	246 (12.5)	294 (13.3)	346 (14.0)	374 (14.8)
Government					
Total employees	142 (6.0)	158 (5.5)	161 (4.9)	196 (5.4)	197 (5.2)
Women	23 (3.1)	25 (2.7)	25 (2.3)	31 (2.7)	35 (2.7)
Men	119 (7.3)	133 (6.8)	136 (6.2)	165 (6.7)	162 (6.4)

Source: Prime Minister's Office, *Labor Force Survey,* cited in Ministry of Labor, *Fujin Rōdō no Jitsujō,* pp. 44–45.

Notes: Figures in parentheses are percentages of employee cohort. Group A includes wholesale and retail trade, finance, insurance, and real estate. Group B includes transportation, communication, electricity, gas, and water supply.

TABLE 6

Number of Women Employees and Women as Percentage of All Employees, by Medium Industry Group

Industry	Number of Women employees (1,000 persons)			Increasing Rate (percentage)			Women as Percentage of All Employees		
	1960	1965	1970	1960–70	1960–65	1965–70	1960	1965	1970
Total	2,563	3,225	3,684	43.7	25.8	14.2	31.4	32.4	32.4
Food and tobacco manufactures	273	394	408	49.6	44.2	3.7	37.6	43.4	45.3
Textile mill products	783	783	631	−19.3	0	−19.3	68.0	65.7	62.6
Apparel and fabric products	183	247	298	62.5	34.5	20.8	63.2	68.0	71.0
Lumber and wood products	95	120	25	32.2	27.0	4.1	21.8	26.0	28.5
Furniture and fixtures	24	46	59	145.6	92.5	27.6	12.1	19.5	22.7
Pulp, paper, and allied	85	107	94	10.8	26.7	−12.5	32.0	33.8	31.1
Publishing, printing, and related	69	109	128	86.3	57.9	18.0	19.0	23.0	24.3
Chemical and related	119	149	157	32.5	25.0	6.0	23.8	25.5	25.3
Petroleum and coal products	6	5	8	30.5	−8.5	42.6	14.8	14.1	14.9
Rubber products	64	59	75	17.5	−8.0	27.6	41.2	39.4	39.9
Leather products, fur	19	30	27	44.4	62.0	−10.9	29.5	33.0	37.0
Stone, clay, glass, pottery	106	130	162	52.5	22.4	24.7	26.6	28.1	28.9
Iron, steel, and nonferrous metal	62	83	90	45.4	33.9	8.6	10.5	12.3	11.5
Fabricated metal products	98	138	214	119.6	41.5	55.2	16.8	17.7	20.2
Machinery and weapons	85	128	183	114.9	49.7	43.5	12.9	13.8	16.7
Electrical machinery, and supplies	245	333	568	131.9	35.9	70.7	36.8	37.5	43.3
Transportation equipment	60	85	135	123.1	41.6	57.5	10.7	12.3	14.5
Precision machine	51	86	114	121.4	66.9	32.7	29.3	36.9	40.7
Miscellaneous manufacturing	137	194	207	51.2	41.7	6.7	39.9	41.3	38.0

Source: Prime Minister's Office, *Population Census*, as cited in U.S., Department of Labor, *The Role and Status of Women Workers in the United States and Japan — A Joint United States–Japan Study* (Washington, D.C.: Government Printing Office, 1976), p. 212.

TABLE 7

Number of Employees and Percentage Distribution, by Sex and Occupation
(x 10,000 persons)

	1960	1965	1970	1975	1978
Total					
Total employees	2,273 (100.0)	2,783 (100.0)	3,306 (100.0)	3,646 (100.0)	3,796 (100.0)
Men	1,578 (100.0)	1,911 (100.0)	2,210 (100.0)	2,479 (100.0)	2,517 (100.0)
Women	695 (100.0)	873 (100.0)	1,096 (100.0)	1,167 (100.0)	1,279 (100.0)
Women as percentage of all employees	30.6	31.4	33.2	32.0	33.7
Professional and technical workers					
Total employees	180 (8.2)	202 (7.3)	246 (7.4)	304 (8.3)	329 (8.7)
Men	120 (7.9)	126 (6.6)	146 (6.6)	169 (6.8)	173 (6.9)
Women	60 (9.0)	76 (8.7)	100 (9.1)	135 (11.6)	156 (12.2)
Women as percentage of all employees	33.3	37.6	40.7	44.4	47.4
Managers and Officials					
Total employees	79 (3.6)	116 (4.2)	131 (4.0)	204 (5.6)	201 (5.3)
Men	78 (5.1)	111 (5.8)	127 (5.7)	193 (7.8)	192 (7.6)
Women	2 (0.3)	4 (0.5)	5 (0.5)	11 (0.9)	9 (0.7)
Women as percentage of all employees	2.5	3.4	3.8	5.4	4.5
Clerical and related workers					
Total employees	474 (21.6)	629 (22.6)	723 (21.9)	776 (21.3)	819 (21.6)
Men	304 (20.0)	378 (19.8)	384 (17.4)	400 (16.1)	410 (16.3)
Women	170 (25.4)	251 (28.8)	339 (30.9)	376 (32.2)	409 (32.0)
Women as percentage of all employees	35.9	39.9	46.9	48.5	50.0

TABLE 7 — *Continued*

	1960	1965	1970	1975	1978
Sales workers					
Total employees	167 (7.6)	238 (8.6)	344 (10.4)	428 (11.8)	470 (12.4)
Men	109 (7.2)	151 (7.9)	231 (10.5)	299 (12.0)	322 (12.8)
Women	58 (8.7)	88 (10.1)	112 (10.2)	129 (11.1)	148 (11.6)
Women as percentage of all employees	34.7	37.0	32.6	30.2	31.5
Farmers, lumbermen, and fishermen					
Total employees	73 (3.3)	59 (2.1)	42 (1.3)	41 (1.1)	40 (1.1)
Men	49 (3.2)	44 (2.3)	32 (1.4)	32 (1.3)	31 (1.2)
Women	24 (3.6)	14 (1.6)	10 (0.9)	9 (0.8)	9 (0.7)
Women as percentage of all employees	32.9	23.7	23.8	22.0	22.5
Mining and quarrying workers					
Total employees	35 (1.6)	20 (0.7)	10 (0.3)	9 (0.3)	7 (0.2)
Men	33 (2.2)	19 (1.0)	9 (0.4)	9 (0.4)	7 (0.3)
Women	2 (0.3)	1 (0.1)	1 (0.1)	0 (0.0)	0 (0.0)
Women as percentage of all employees	5.7	5.0	10.0	0.0	0.0
Transport and communications workers					
Total employees	95 (4.3)	184 (6.6)	219 (6.6)	220 (6.0)	226 (5.9)
Men	89 (5.8)	162 (8.5)	197 (8.9)	203 (8.2)	212 (8.4)
Women	5 (0.7)	22 (2.5)	22 (2.0)	17 (1.5)	14 (1.1)
Women as percentage of all employees	5.3	12.0	10.0	7.7	6.2

TABLE 7 —*Continued*

	1960	1965	1970	1975	1978
Craftsmen and production process workers					
Total employees	892 (40.7)*	882 (31.7)	1,123 (34.0)	1,216 (33.4)	1,232 (32.4)
Men	652 (42.8)*	666 (34.6)	831 (37.6)	929 (37.5)	919 (36.5)
Women	240 (35.9)*	220 (25.2)	291 (26.6)	287 (24.6)	313 (24.5)
Women as percentage of all employees	26.9*	24.9	25.9	23.6	25.4
Laborers					
Total employees	892 (40.7)*	222 (8.0)	199 (6.0)	131 (3.6)	141 (3.7)
Men	652 (42.8)*	152 (8.0)	133 (6.0)	88 (3.6)	91 (3.6)
Women	240 (35.9)*	70 (8.0)	66 (6.0)	43 (3.7)	50 (3.9)
Women as percentage of all employees	26.9*	31.5	33.2	32.6	35.5
Service workers					
Total employees	197 (9.0)	232 (8.3)	267 (8.1)	315 (8.6)	331 (8.7)
Men	89 (5.8)	105 (5.5)	117 (5.3)	155 (6.3)	160 (6.4)
Women	108 (16.1)	127 (14.5)	150 (13.7)	160 (13.7)	171 (13.4)
Women as percentage of all employees	54.8	54.7	56.2	50.8	51.7

Source: Prime Minister's Office, *Labor Force Survey,* cited in Ministry of Labor, *Fujin Rōdō no Jitsujō,* pp. 46–47.

Note: No adjustment is made in figures from 1960 and 1965.

*Combined figure for the category for craftsmen and production process workers and the category for laborers.

TABLE 8

Number of Women Employees and Paid Employment Rate, by Marital Status

	Total	Single	Married	Widowed and Divorced
Employees (x 10,000 persons)				
1962	802	443	262	96
1965	893	449	345	99
1970	1,086	524	450	112
1975	1,159	440	595	125
1978	1,271	436	704	131
Percentage				
1962	100.0	55.2	32.7	12.0
1965	100.0	50.3	38.6	11.1
1970	100.0	48.3	41.4	10.3
1975	100.0	38.0	51.3	10.8
1978	100.0	34.3	55.4	10.3

Source: Prime Minister's Office, *Labor Force Survey,* cited in Ministry of Labor, *Fujin Rōdō no Jitsujō,* p. 51.

TABLE 9

Average Age and Average Length of Service, by Sex
(Size of establishment: 10 or more employees)

	Average Age			Average Length of Service (years)		
	Total	Women	Men	Total	Women	Men
1954	31.3	25.4	33.2	6.3	3.6	7.2
1960	30.9	26.3	32.8	6.7	4.0	7.8
1965	31.7	28.1	33.2	6.6	3.9	7.8
1970	33.2	30.2	34.5	7.4	4.4	8.2
1975	35.2	32.9	36.1	8.7	5.4	10.0
1978	36.3	34.1	37.2	9.7	6.1	11.1

Source: Ministry of Labor, *Basic Survey of Wage Structure,* cited in Ministry of Labor, *Fujin Rōdō no Jitsujō,* p. 54.

TABLE 10

Number of Employees Working Fewer than 35 Hours a Week in Nonagricultural Industry, by Sex
(x 10,000 persons)

	1960	1965	1970	1975	1978
All employees					
Total	2,106	2,713	3,222	3,556	3,715
Employees working fewer than 35 hours	133 (6.3)	178 (6.6)	216 (6.7)	353 (9.9)	330 (8.9)
Women					
Total	639	851	1,068	1,137	1,251
Employees working fewer than 35 hours	57 (8.9)	82 (9.6)	130 (12.2)	198 (17.4)	215 (17.2)
Men					
Total	1,467	1,862	2,154	2,419	2,464
Employees working fewer than 35 hours	76 (5.2)	96 (5.2)	86 (4.0)	155 (6.4)	115 (4.7)

Source: Prime Minister's Office, *Labor Force Survey,* cited in Ministry of Labor, *Fujin Rōdō no Jitsujō,* p. 56.

Note: Figures in parentheses are the percentages of total employees in category.

TABLE 11

Average Monthly Cash Earnings, by Sex
(size of establishment: 30 or more employees)

		Total Cash Earnings	Contractual Cash Earnings	Special Cash Payments	Differentials between Women and Men (men = 100)		
					A	B	C
		(in yen)					
1955	Total	18,343	15,741	2,602			
	Women	9,479	8,229	1,250	44.4	45.4	40.7
	Men	21,349	18,277	3,072			
1960	Total	24,375	19,617	4,758			
	Women	12,414	10,129	2,285	42.8	43.5	39.9
	Men	29,029	23,303	5,726			
1965	Total	39,360	30,936	8,421			
	Women	22,275	17,760	4,515	47.8	48.7	44.8
	Men	46,571	36,496	10,075			
1970	Total	75,670	56,294	19,376			
	Women	45,801	34,482	11,319	50.9	51.7	48.7
	Men	89,934	66,710	23,224			
1975	Total	177,213	130,004	47,209			
	Women	144,067	84,431	29,636	55.8	56.5	54.1
	Men	204,295	149,549	54,746			
1978	Total	235,378	174,739	60,639			
	Women	152,420	113,624	38,796	56.2	56.5	55.4
	Men	271,125	201,071	70,050			

Source: Ministry of Labor, *Monthly Labor Survey*, cited in Ministry of Labor, *Fujin Rōdō no Jitsujō*, p. 71.

Notes: A. Total cash earnings. B. Contractual cash earnings. C. Special cash payments. Figures for 1970 include services.

TABLE 12

Starting Wages of New Graduates, by Sex
(in yen)

	1960	1965	1970	1975	1978
Junior high school					
Women	5,590	13,330	23,100	55,400	57,400
Men	5,910	13,190	23,800	58,000	62,500
*Differential between sexes	94.6	101.1	97.1	95.5	91.8
Senior high school					
Women	7,300	15,670	26,400	66,300	72,900
Men	8,160	16,430	28,400	70,400	75,600
Differential between sexes	89.5	95.4	93.0	94.2	96.4
University					
Women	12,520	21,740	34,500	78,800	86,100
Men	13,080	22,980	37,400	83,600	91,700
Differential between sexes	95.7	94.6	83.7	94.3	93.9

Source: Ministry of Labor, *White Paper on Labor,* 1979, appendix 48.

*Men = 100.0.

TABLE 13

Differentials between Women and Men in Average Monthly Earnings, by Age (Men = 100.0)

		Age											
		17	18–19	20–24	25–29	30–34	35–39	40–44	45–49	50–54	55–59	60–64	65+
1954	Contractual cash earnings	102.0	81.7	71.0	61.1	47.1	40.5	37.0		36.0		40.5	
1960	Contractual cash earnings	99.6	79.1	68.6	61.4	50.7		—		—		—	
1965	Contractual cash earnings	96.5	83.1	71.5	61.0	53.5	47.9	41.5		43.2		52.6	
	Regular cash earnings	97.8	88.8	78.2	67.1	58.1	52.1	44.7		46.0		54.2	
1970	Contractual cash earnings	91.8	79.9	72.4	60.0	47.2	44.3	42.9		45.1		59.8	
	Regular cash earnings	92.5	87.2	79.5	66.6	52.6	48.7	46.5		48.5		62.7	
1975	Contractual cash earnings	91.6	86.5	78.8	67.7	54.8	47.6	46.0	47.5	46.8	53.4	64.1	
	Regular cash earnings	92.3	90.7	83.4	71.9	58.3	50.1	48.3	49.8	48.5	55.2	65.9	
1978	Contractual cash earnings	91.3	86.3	80.9	69.0	56.8	48.9	45.3	47.8	49.5	54.5	66.6	71.4
	Regular cash earnings	91.4	93.2	87.2	74.6	61.3	52.5	48.1	50.6	52.1	56.7	68.9	73.5

Source: Ministry of Labor, *Basic Survey of Wage Structure*, cited in Ministry of Labor, *Fujin Rōdō no Jitsujō*, p. 74.